

## Understanding the Process of Assigning Goal Weight:

The goal weight in this example is determined based on priorities of the accountant's team and the individual's workload.

After discussion with her supervisor/rating official, the Goal Weight is established at 30%

### Outcome Statement

Ensure accounting system products are compliant with laws, regulations and policies by tracking and verifying cash and check transactions through the quality review process.

### Alignment

To support our citizens and first responders to ensure that as a Nation we work together to build, sustain, and improve our capability to prepare for, protect against, respond to, recover from, and mitigate all hazards.

### Achieved Expectations

- Ensure purchases pass the quality review with an 85% accuracy rate.
- Implement a system to track and verify cash and check transactions within 90 days of acceptance.
- Provide guidance to staff on how to use the system.

### Achieved Excellence

- Ensure purchases pass the quality review with 95% accuracy rate
- Implement a system to track and verify cash and check transactions within 90 days of acceptance.
- Conduct analysis of implemented changes and design a plan to close further gaps.
- Define and publish Standard Operating Procedures for revised system.

**Weight**  
30%